

# Sara Zorich

St. Charles, IL

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## PARTNER

### Overview

When employers need assistance with workplace compliance, Sara is their first call. She concentrates her practice on day-to-day employment counseling, immigration workplace enforcement, wage and hour issues, and workplace discrimination issues for her clients. She particularly focuses on helping employers throughout the U.S. navigate local, state, and federal mandates.

She routinely works with clients on needs relating to Form I-9 audits, I-9, and E-Verify compliance; workplace enforcement counseling; defense of governmental immigration related audits; and defense of discrimination claims relating to immigration status.

Sara also assists clients in M&A transactions, focusing on the due diligence stage related to immigration, wage and hour, and other employment issues.

Additionally, Sara focuses her practice on governmental wage and hour audits, wage and hour single plaintiff claims, and class action claims nationwide. She effectively and efficiently assists clients in analyzing potential damages and defenses in wage and hour matters along with swift resolution of such claims.

### Experience

Secured a Favorable Nuisance Settlement for a Nonprofit Organization in a Wage and Hour Class Action

Successfully Obtained a Denial of Motion for Class Certification in a Contentious Wage and Hour Class Action Lawsuit for Major Health Care Group

Defended a Homecare and Hospice Company in Wisconsin Against a Class Action Lawsuit Claim for Unpaid Wages

### SERVICES

Labor, Employment & Immigration

Immigration & Global Mobility

Class Action

Wage & Hour

Affirmative Action

Cannabis in the Workplace

Employment Advice & Counsel

Employment Litigation

Equal Pay Compliance

Government Regulation, Audit & Compliance

Mandatory Training

Prevailing Wage

Staffing Agency, Independent Contractor & Contingent Workforce

Unfair Competition Counseling & Litigation

Vaccine Mandates in the Workplace

Workplace Investigations

### EDUCATION

IIT/Chicago-Kent College of

Established a New Business Plan and Labor and Employment Compliance for an Expanding Therapy Group

Served as Counsel for a Metal Fabricating Company Securing Favorable Terms Related to Immigration Services

Served as Immigration and Labor and Employment Counsel for a Global Technology Company

Obtained Denial of Motion for Class Certification in a Wage and Hour Class Action Lawsuit Brought By Home Health Care Workers

### Membership & Involvement

- Member: American Immigration Lawyers Association; Society for Human Resource Management (SHRM); Illinois State Bar Association

### Honors

- Selected to the Illinois Super Lawyers "Rising Stars" list: 2010, 2011, 2012, 2013, 2014, 2015, 2016

### Firm News

27 Amundsen Davis Attorneys Included on 2016 Illinois Super Lawyers and 2016 Illinois Rising Stars Lists  
Firm News, January 8, 2016

Illinois Super Lawyers & Illinois Rising Stars Names 25 Amundsen Davis Attorneys to 2015 List  
Firm News, January 12, 2015

Illinois Super Lawyers & Illinois Rising Stars Names 19 Amundsen Davis Attorneys to 2013 List  
January 3, 2013

### In the Media

Sara Zorich Quoted in *Cook County Record* on the New Minimum Wage Law

Sara Zorich Interviewed by ABC7 News, "Lawmakers Vow to Override Governor's Salary History Bill Veto"

### Alerts

OSHA'S COVID-19 Vaccine Mandate is Back on!

## Sara Zorich

Law, J.D., 2006

Michigan State University,  
B.A., 2000

### ADMISSIONS

Illinois

Pennsylvania

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order

Cook County Final Earned Sick Leave Rules

Urgent Alert: U.S. DOL Publishes Final Overtime Rule

### Speaking Engagements

Breakfast Briefing Series - Immigration Compliance Updates: Key Legal Insights for U.S. Employers in 2025

Event, Amundsen Davis, Webcast, May 21, 2025

Is Your Company Ready for a Form I-9 Audit? Form I-9 and E-Verify Compliance Review

Speaking Engagement, Illinois Chamber of Commerce, Webcast, February 20, 2025

How To Be Better Prepared if ICE Shows Up: Complying with the NEW I-9 and E-Verify Regulations

Speaking Engagement, Illinois Manufacturers' Association, Webcast, February 12, 2025

Amundsen Davis's Leadership & Management 2024 Certification Training Series Event, Webcast, September - November 2024

Managing New Legal Mandates for Multi-State Employers

Speaking Engagement, Connor & Gallagher OneSource, Webcast, August 29, 2024

Managing New Legal Mandates for Multi-State Employers

Event, Amundsen Davis, Webcast, June 11, 2024

Pay Transparency Laws Are Here to Stay – Are You Compliant?

Event, Amundsen Davis Webcast, April 24, 2024

Illinois Paid Leave/Sick Leave Mandates – Employers, Are You Ready?

Event, Amundsen Davis; Webcast, March 13, 2024

Amundsen Davis's Leadership & Management Certification Training Series

Event, Webcast, 2023

New Form I-9: How to Comply and New Options for Remote Employees

Speaking Engagement, Illinois Chamber of Commerce, Webcast, October 3, 2023

### Published Works

An Employer's Preparation Guide for Workplace ICE Raids and Form I-9 Audits

Publication, *The Illinois Manufacturer*, Spring 2025

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Tip Payment Landscape Sows Confusion For Hospitality Cos.  
*Law360*, July 7, 2021

Illinois Employment Forms-Online Version  
Publication, *Illinois Chamber of Commerce*, March 2021

Model Employee Policies for Illinois Employees – 3rd Edition  
*Illinois Chamber of Commerce*, 2021

Illinois Releases New Disclosure Form for Workplace Transparency Act  
*Illinois Business Leader Magazine*, September 2020

Illinois Employment Law Handbook - 5th Edition  
*Illinois Chamber of Commerce*, 2019

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective 7/1/17?  
*Illinois Business Leader Magazine*, May 4, 2017

## Blog Posts

Top Takeaways – Immigration Compliance Updates: Key Legal Insights for U.S. Employers in 2025  
*Labor & Employment Law Update*, June 3, 2025

California Court Affirms Employers Can Use Standing Meal Period Waiver for Employees Working Six Hours or Less  
*Labor & Employment Law Update*, May 15, 2025

USCIS Extends Venezuelan Work Status Through April 2026 and Issues a New Form I-9  
*Labor & Employment Law Update*, April 8, 2025

Michigan Amends Its Minimum Wage and Earned Sick Time Laws Effective Immediately... Again  
*Labor & Employment Law Update*, February 24, 2025

Workplace ICE Raids and Form I-9 Inspections  
*Labor & Employment Law Update*, January 24, 2025

Illinois Department of Labor Gives Long-Awaited Guidance on January 1, 2025 Pay Transparency Requirements  
*Labor & Employment Law Update*, December 10, 2024

Election Results May Lead to More States Implementing Paid Leave  
*Labor & Employment Law Update*, November 26, 2024

Illinois Establishes Additional Requirements for Employers Using E-Verify  
*Labor & Employment Law Update*, September 3, 2024

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REGISTER NOW – Managing New Legal Mandates for Multi-State Employers –  
Webcast on June 11

*Labor & Employment Law Update*, May 21, 2024

Increases to Exempt Salary Requirements are Coming – Get Ready!!

*Labor & Employment Law Update*, April 24, 2024

Save the Date! Pay Transparency Are Here to Stay – Are You Compliant? –  
Webcast on April 24

*Labor & Employment Law Update*, April 11, 2024

SAVE THE DATE -- Illinois Paid Leave/Sick Leave Mandates – Employers, Are You  
Ready? -- Webcast on March 13

*Labor & Employment Law Update*, February 27, 2024

Employers with Employees Working in California It's Time to Report your Pay  
Data - California Releases Updated Guidance on Pay Data Reporting for 2024

*Labor & Employment Law Update*, February 22, 2024

Time to Check Your Year-End Wage and Hour Compliance

*Labor & Employment Law Update*, December 20, 2023

Illinois Paid Leave for All Workers Act – Brand New Guidance Ahead of the 1/1/24  
Effective Date

*Labor & Employment Law Update*, October 19, 2023

August 1st – New Form I-9 Version and Permanent Option for Remote  
Verification of Employees for Employers Using E-Verify

*Labor & Employment Law Update*, July 24, 2023

California PAGA Claims Are NOT Subject to Arbitration and Remain Available for  
Class Action Lawsuits

*Labor & Employment Law Update*, July 18, 2023

Supreme Court Sets Higher Standard for Employers to Justifiably Deny Religious  
Accommodation Requests

*Labor & Employment Law Update*, June 30, 2023

Florida Mandates E-Verify for Private Employers

*Labor & Employment Law Update*, May 30, 2023

Chicago Employers: New Policy Requirements and Expanded Sexual Harassment  
and Bystander Training Obligations Begin July 1, 2022

*Labor & Employment Law Update*, May 26, 2022

Illinois Department of Labor Posts Equal Pay Act Registration Certificate  
Compliance Statement Sample and FAQ's

*Labor & Employment Law Update*, April 27, 2022

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Form I-9 COVID-19 Document Relaxation Rule Coming to an End  
*Labor & Employment Law Update*, March 30, 2022

Federal Court Reinstates Trump Era Independent Contractor Test Rule  
*Labor & Employment Law Update*, March 17, 2022

Biden's Insurance Plan Mandate to Cover At-Home COVID-19 Tests, But Not for Employment Purposes  
*Labor & Employment Law Update*, January 13, 2022

OSHA'S COVID-19 Vaccine Mandate is Back on!  
*Labor & Employment Law Update*, December 20, 2021

Wage and Hour Questions on the Vaccine Mandate: Pitfalls for Illinois Employers Covered by the Executive Order  
*Labor & Employment Law Update*, September 16, 2021

July 1, 2021 Increase to Chicago Minimum Wage....But No Change to Cook County Minimum Wage Despite Written Notices  
*Labor & Employment Law Update*, June 25, 2021

US Department of Labor Proposes Rule to Limit Federal Tip Credit Application  
*Labor & Employment Law Update*, June 23, 2021

Check Local and State Health Department Rules: Some Require Reporting of COVID-19 Cases  
*Labor & Employment Law Update*, February 23, 2021

Employers with Employees in California, Are You Ready to Report Your EEO Pay Data?  
*Labor & Employment Law Update*, February 19, 2021

Form I-9 Update – Employers May Accept an Alternative to an Employment Authorization Document in Light of Governmental Delays  
*Labor & Employment Law Update*, August 25, 2020

Illinois Releases Disclosure Form for Employers to Report Adverse Judgments and Administrative Rulings Related to Sexual Harassment and Unlawful Discrimination in Advance of October 31st Reporting Deadline  
*Labor & Employment Law Update*, August 18, 2020

REMINDER/IMPORTANT WARNING: July 1 Minimum Wage Increases in Illinois, Cook County and the City of Chicago...and Major Expansion of What Employers are Covered by Chicago's Minimum Wage and Paid Sick Leave Ordinance  
*Labor & Employment Law Update*, June 26, 2020

Must Employers Pay for Employee's Temperature Screens in Light of COVID-19? Wage and Hour Laws May Impact Employer Safety Procedures  
*Labor & Employment Law Update*, May 5, 2020

US DOL Releases Families First Coronavirus Response Act (FFCRA) Temporary Regulations and Updates FAQ's

*Labor & Employment Law Update*, April 3, 2020

Regular Rate of Pay under the FFCRA – It's Not Necessarily the Base Wage

*Labor & Employment Law Update*, March 27, 2020

DHS Relaxes I-9 Requirements for New-Hires Impacted by COVID-19 and USCIS Extends Timeframe for E-verify TNCs

*Labor & Employment Law Update*, March 24, 2020

"Stay at Home" Order in Illinois

*Labor & Employment Law Update*, March 20, 2020

USCIS Releases New Form I-9

*Labor & Employment Law Update*, February 6, 2020

Summary of the 2020 FLSA Regulation Changes for Employers

*Labor & Employment Law Update*, January 31, 2020

DOL Proposes Changes to the Fluctuating Work Week Overtime Method

*Labor & Employment Law Update*, November 19, 2019

US DOL Issues Final Rule on Salary Threshold for Exempt Status

*Labor & Employment Law Update*, September 24, 2019

US DOL Changes to Exempt Salary Status on the Horizon – Are you ready?

*Labor & Employment Law Update*, September 17, 2019

ICYMI: Cook County and Chicago Minimum Wages Increased on July 1, 2019

*Labor & Employment Law Update*, July 16, 2019

New Revision to the Indiana Code and What it Means for Employers

*Labor & Employment Law Update*, June 13, 2019

Social Security "No Match" Letters Are Back!

*Labor & Employment Law Update*, April 5, 2019

The Death of Reserved Employee Parking?

*Labor & Employment Law Update*, March 27, 2019

DOL Announces Long-Awaited Proposed OT Rule

*Labor & Employment Law Update*, March 11, 2019

ON THE HORIZON: Increase in Illinois Minimum Wage and Damages – a Death Knell for Illinois Employers?

*Labor & Employment Law Update*, February 12, 2019

The Government is Back For Now... Employers Should Address E-Verify Compliance Over the Shutdown Period

*Labor & Employment Law Update*, January 29, 2019

The Holidays are coming... Make sure you have addressed your wage and hour compliance

*Labor & Employment Law Update*, December 20, 2018

The New Year is Coming...Is Your Office Prepared with the Required Illinois Posters for 2019?

*Labor & Employment Law Update*, November 20, 2018

2018 Has Shown A Significant Increase in ICE Form I-9 Audits – Is Your Company Ready?

*Labor & Employment Law Update*, June 18, 2018

Considerations for Utilizing the DOL's Pilot "PAID" Program

*Labor & Employment Law Update*, April 16, 2018

High Court Says No More Narrow Construction Standard for FLSA Exemptions

*Labor & Employment Law Update*, April 13, 2018

2018 Immigration Updates

*Labor & Employment Law Update*, January 16, 2018

How Will the End of the Deferred Action For Childhood Arrival (DACA) Affect Employers?

*Labor & Employment Law Update*, September 14, 2017

USCIS Releases New Form I-9

*Labor & Employment Law Update*, July 18, 2017

Paid Sick Leave: Cook County FAQs and Final Rules for Chicago

*Labor & Employment Law Update*, July 11, 2017

Cook County Final Earned Sick Leave Rules

*Labor & Employment Law Update*, June 8, 2017

Is Your Company Ready For the Chicago and Cook County Sick Leave Ordinances Effective July 1, 2017?

*Labor & Employment Law Update*, May 3, 2017

2017 Compliance Check Up

*Labor & Employment Law Update*, January 19, 2017

USCIS Has Released the New Form I-9

*Labor & Employment Law Update*, November 17, 2016

Cook County Board Passes Minimum Wage Ordinance

*Labor & Employment Law Update*, November 1, 2016



Are you ready for December 1st? The FLSA Salary Changes Are Almost Here  
*Labor & Employment Law Update*, October 13, 2016

City of Chicago Approves Paid Sick Time and Reminder... Chicago Minimum Wage Increases to \$10.50 on July 1, 2016  
*Labor & Employment Law Update*, June 28, 2016

URGENT ALERT: U.S. DOL PUBLISHES FINAL OVERTIME RULE  
*Labor & Employment Law Update*, May 18, 2016

Employing Students in the STEM OPT Program Just Got Much More Complicated for Employers  
*Labor & Employment Law Update*, March 28, 2016

USCIS Proposes New Form I-9  
*Labor & Employment Law Update*, December 11, 2015

U.S. Department of Labor Publishes Final Rule On Pay Transparency Rules for Federal Contractors  
*Labor & Employment Law Update*, September 22, 2015

Form I-9 Compliance Update  
*Labor & Employment Law Update*, August 5, 2015

Update: New Rules Clarify the Minimum Wages for Tipped Employees, Overtime and Complaints Under the Chicago Minimum Wage Ordinance Going Into Effect July 1, 2015  
*Labor & Employment Law Update*, June 30, 2015

Urgent Alert: U.S. DOL Proposes Major Changes to Exempt Salary Status  
*Labor & Employment Law Update*, June 30, 2015

REMINDER – Chicago Minimum Wage Ordinance Requires Notices and Wage Increases Starting July 1st!  
*Labor & Employment Law Update*, June 29, 2015

How Can Employers Reconcile the Federal Motor Carrier Safety Regulations with Growing “Ban the Box” Laws?  
*Labor & Employment Law Update*, April 8, 2015

DOL Reports Mixed Results for 2014: Union Membership Declines in Private Sector but Public Sector Rises  
*Labor & Employment Law Update*, January 27, 2015

Supreme Court Rules No Pay for Employees’ Time Waiting in Security Line  
*Labor & Employment Law Update*, December 9, 2014

Court Awards Against National Labor Relations Board for Improper Restriction Regarding E-Verify  
*Labor & Employment Law Update*, November 11, 2014

E-Verify Update Regarding 10-Year Record Deletion  
*Labor & Employment Law Update*, November 6, 2014

Is Your Company Prepared for the U.S. Department of Labor's Amendments to the White Collar Exemptions?  
*Labor & Employment Law Update*, September 10, 2014

Supreme Court Holds that Severance Payments for Departing Employees are Subject to Payroll Taxes  
*Labor & Employment Law Update*, March 28, 2014

Supreme Court Holds that Donning and Doffing of Work Gear Under a Collective Bargaining Agreement is "Changing Clothes" Under FLSA Section 203(o)  
*Labor & Employment Law Update*, January 28, 2014

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